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Approved For Release 2005/01/13 : CIA-RDP80B01554R003300210041-2

11 October 1979

MEMORANDUM FOR: Deputy Director of Central Intelligence  
Deputy Director for Operations  
Inspector General

FROM: Director of Central Intelligence

SUBJECT: Resignation Letter [redacted]  
[redacted]

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1. I have read thoroughly all of the materials on [redacted]  
I have agonized over the decision in this case.

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2. On the one hand, I have to accept the view of the last  
promotion panel that [redacted] did not stack up with the rest of  
the competition. It seems apparent that every effort was made to  
give the panel a full appraisal (though it is murky to me as to  
whether some bigot list restrictions withheld important material

[redacted] I note that [redacted] says that he is  
but [redacted] memo says there was

[redacted] I have come down on the side  
of promoting [redacted] because I feel strongly in two directions:

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a. That the injustices effected within the Agency over  
a considerable period of time by some of the people involved in  
[redacted] case are unconscionable. I don't know how much I'm  
opening myself up to other requests, but I feel that we as an  
Agency should make every reasonable effort to atone for our  
errors.

b. As you are well aware, I have been troubled for the  
past two and one-half years with what I perceive to be a lack  
of an adequate personnel planning system in this Agency. By  
promoting [redacted] I want to send a clear signal to all who  
become knowledgeable that we have got to treat our people with  
more consideration and with as close to total fairness as we can.

3. The fact that this promotion may not "save" [redacted] did  
not influence me or, if it did, it influenced me to promote him. I  
think we should do what is right regardless of whether it will achieve  
what we would like.

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4. Beyond this, I would like to have a discussion with all of you as to several points raised by [ ] and by [ ]

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a. [ ] discusses the problem of the panel system not having access to the divisional ranking. I personally don't have sympathy with [ ] point here, but I would be happy to hear a discussion of it. It is my view now that we include an evaluation of potential for promotion, but the written record should be the basis for panel deliberations. I suspect that the divisional rankings would be skewed for those in division headquarters and, in particular, that those who were on extra-division assignments would suffer.

b. [ ] case is apparently filled with instances in which for some reason accomplishments could not be put into his record. That again I simply do not understand. Surely we have ways of writing up secretive performance so that people can get credit for what they did even if the locale and details of their actions are not exposed. I want it established by regulation that when an officer achieves a particular goal of a very sensitive nature that a memo enter his personnel record requiring the promotion panels to consult with the appropriate division.

c. Mainly I am disturbed at the strong feelings of [ ] that nobody cares and personnel management is mismanagement. It's easy to say that he is a special case and embittered by the injustices meted out to him. I am genuinely worried, however, that he is more representative of the average officer than we think.

d. [ ] own career is to me a case of misplanning. He has been outside the country continually for 12 years. Our next assignment for him is [ ] He has gone from GS-11 to GS-13 without serving in Headquarters and presumably would be expected to make GS-14 on his next assignment. If he, and we, have decided that he is to be a case officer specialist, that is fine. I doubt that any such positive decision has been made. Accordingly, we are letting him drift into a mode as not being qualified for the levels of staff duty he will have back here eventually. I see no sign of any plan for education or training in his case.

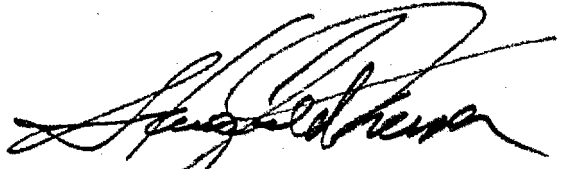
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e. Mainly I would like to talk about career planning and see how it is carried out in DDO. How is the plan constructed for each and every individual? Who is responsible for it? Who reviews it to ensure that it's in the individual's best interests as well as the office in which he works? We will never gain the confidence of our officers and clerical personnel if we can't answer those questions.

5. All portions are SECRET.



STANSFIELD TURNER

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The Director

Central Intelligence Agency

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Washington, D.C. 20505

11 October 1979

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Dear [redacted]

In your letter to me of last August 14th, you mentioned that you hoped I and other top officials of the Agency would read your lengthy letter of resignation through. Let me assure you that has been the case (and one of the reasons it has taken so long to respond to you).

As a result of this thorough review, I am promoting you to GS-14. I am doing so on the basis that everyone attests to the fact that injustices were done to you at several points in your career. It is, of course, impossible to determine whether without those injustices you would have qualified for promotion in the normal course of events. I am not passing judgment on that but simply saying to you that I believe you deserve this recompense for the inequitable treatment you were given.

With apologies and good wishes.

Yours sincerely,

  
STANSFIELD TURNER

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NOTE: This letter was put into cable  
form and transmitted to [redacted]  
[redacted] who is overseas.

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The attached ltr to [redacted]  
[redacted] will be used by Hqs in  
the paperwork process of  
promoting him.

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